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CITY OF GERMANTOWN

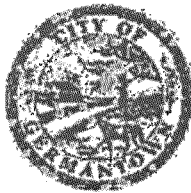
February 9, 2012

Dear SPIRIT Committee:

**Severs**  
Officer Richard ~~Sievers~~ works the on the 6am-2pm shift at GPD. I typically notice Officer ~~Siever~~'s hard work as he directs traffic for school in the mornings at Houston Middle and High. He takes control of any intersection that he is assigned and manages it as efficiently as any officer I have ever seen. Richard is always prepared with the proper equipment (traffic vest, flashlights, whistles, etc.) that help him become visible to the drivers in the darkness of early morning. When not on a traffic detail, Richard can be seen in and around the school zones enforcing the school zone speed limits.

Being a former Reserve Officer, I can tell that Officer ~~Sievers~~ is truly dedicated to his work for the citizens of the City of Germantown.

Thank you for your consideration in this matter.



**Greg Marcom**  
Mayor

**City of Germantown**  
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Employee's Name: Richard J. Severs, Police Officer

Nominator's Name: Jack W. Antonuk, Lieutenant

Officer Richard Severs is a tremendous asset to the City of Germantown and the Germantown Police Department. He exemplifies the highest caliber of attitude, work ethic and outstanding performance.

During the past 12 months Officer Severs has continued to be an outstanding performer as a patrol officer. Patrol officers are required to complete numerous job tasks from traffic stops, issue citations, make arrests, investigate and report crashes, investigate and report criminal offenses, provide presentations, direct traffic and assist the public in general.

Officer Severs demonstrates sustained excellent performance in his work, day after day. During the past 12 months Officer Severs has been nominated for the police departments "Officer of the Month" award four times, being awarded it once. Being nominated for the award once is a testimony of outstanding performance among his peers; but to be nominated four times within a single year is an amazing feat. Each of these nominations were recognized by the Chief of Police with a Commendation – the highest honor of achievement an officer can obtain without being selected by an Award Committee.

In addition to nominations for "Officer of the Month", Officer Severs has also received 2 other Commendations from the Chief. One was resulting from a citizen's letter of praise to several officers' handling of a hit and run crash where a vehicle caught on fire and the suspect fled the area on foot. The citizen was an occupant of one of the vehicles involved and was impressed with the way the situation was handled. The second Commendation was for Officer Severs' efforts to take charge of a scene where a residential burglary suspect was located and followed through with the necessary investigation and paperwork to ensure the suspect was appropriately charged. Both of these are rare situations where it would be easy to do a satisfactory job, but Officer Severs strives to make a difference in every situation that presents itself and puts himself in a position to produce the best outcome for the citizens of Germantown. Officer Severs goes out of his way to put himself in positions to excel, rather than just make it through his workday.

Officer Severs has been recognized by his supervisors (with written documentation) for being a steady performer every day, for working as a team to address areas of traffic complaints by citizens, accepts less desirable assignments, continually maintain a positive attitude, assists other officers with their assignments and volunteer for extra assignments.

Officer Severs is dedicated to going above and beyond in seeking out those who are doing something wrong and taking appropriate police action.

The purpose of the SPIRIT award is to recognize City employees that best represent the core values of our organization – and Officer Severs is an obvious choice. He demonstrates Service Excellence, Produces A+ Results, shows Initiative, is Responsible, Innovative and is Teamwork oriented.